

Laterals



Reinhart's growth is based on talented lawyers. As we continue to grow and maintain our mission of client-centric service, we are always searching for individuals to help us deliver on that promise and, in return, help build a rewarding career in law.

[Diversity, Equity and Inclusion](#) are cornerstones of our firm's planning and hiring strategies. Bringing different perspectives to the table equips us to best serve our clients, and we're invested in creating an environment that attracts and retains talent with diverse backgrounds. To that end, we have implemented programs, benefits and recruiting tools focused on building a more diverse workforce and inclusive culture.

[View current opportunities](#)

[Contact Sarah J. Nord, Legal Recruiting Manager](#)



Becoming a Shareholder

We want each Reinhart attorney to enjoy long-term success. That's why we provide multiple paths to becoming a shareholder, all tied to providing excellent client service. We invest in our talented attorneys who work hard and commit to personal and professional development.

Objective



Compensation

We compensate attorneys objectively and fairly across all levels of the firm. With base salaries that are competitive with other large firms, associate compensation is primarily determined by seniority level and complemented by annual bonuses. We base associate bonuses on measures such as productivity, progress in expertise, work quality and business development efforts. Shareholder compensation is similarly objective and based on measures such as productivity, client interaction and business development.

Total compensation includes a variety of other benefits such as:

- 401(k) profit sharing plan
- Employer-subsidized health and voluntary dental and vision insurance
- Employer-provided life insurance
- Flexible work-from-home options
- Time off, parental leave and leave of absence programs
- Pre-tax savings for medical and dependent care expenses
- Downtown enclosed pre-tax parking

Professional Development

We succeed together, which is why we believe in providing the necessary tools to help our attorneys achieve their professional goals.

Our Professional Pathways Program offers formalized, step-by-step support to guide our attorneys in their career development so they can succeed.

Steps along Reinhart's Professional Pathways include:

Associate Training Program (ATP)

One of the earliest of its kind, our Associate Training Program (ATP) gives new attorneys a jumpstart in developing successful best practices and an understanding of the firm's culture and values. ATP presenters



include firm attorneys, clients and other professionals. Aside from the developmental benefits, ATP provides a cross-practice group bonding experience for new associates as they navigate their first year at Reinhart together.

Reinhart Accelerate Coaching Program

The Reinhart Accelerate Coaching Program address individual associate practice development needs, particularly for those in their second through fourth years of practice. It offers a broader perspective and additional touchpoints to complement the guidance associates receive within their departments. Coaches meet regularly with associates to set personal goals and identify strategies for success.

Associate Status and Goals and Business Planning

To underscore our culture of independence, coupled with support, Reinhart created the Associate Status and Goals (ASG) Program. When an associate joins the firm, we launch this collaborative process against the backdrop of client service and practice group needs, helping them to set and monitor developmental goals throughout the year. The ASGs are refined each year, providing a pathway to success and a natural transition to becoming a shareholder.

Formal Review Process

Constructive feedback is essential for professional growth and optimal performance. During associates' annual reviews, we use direct feedback from attorneys who are involved in their work, along with practice group expectations, to evaluate their progress toward their long- and short-term goals. Associates are also asked to evaluate themselves against these parameters, and these evaluations are discussed at the associate's annual review.

Reinhart University

Reinhart University is the firm's platform for in-house legal training. Under the motto "Better Lawyers Faster," Reinhart University helps attorneys stay on the leading edge and provide the highest level of client service. Most Reinhart University courses are open to all attorneys and paralegals in the firm, giving them the opportunity to expand their knowledge beyond their practice group in the areas that match their individual practices or interests. Reinhart University also provides firm attorneys an easy alternative for satisfying continuing legal education (CLE) requirements.

Professional Development Software

Software developed specifically for the legal profession helps our attorneys and professionals monitor their professional development credits earned for all internal and external coursework. Our dedicated Learning and

Talent Development team supports continuing education, including researching course options, registration, accreditation, credit tracking and compliance report filing in every jurisdiction.

Innovation and Technology

Reinhart maintains a subscription to unlimited, on-demand and live CLE courses on thousands of substantive areas to expand the learning opportunities available through the firm.

Additionally, each attorney can consult their practice group leader about other webinars, seminars or conferences that may be beneficial. Upon approval, the firm will cover related expenses to attend. Technology training is provided, including one-on-one sessions and more than 100 on-demand online courses.



Diversity, Equity & Inclusion

DEI is a cornerstone of our firm's strategic planning and hiring. It is also an essential element in meeting our client's needs. We are dedicated to providing programs, benefits and recruiting efforts focused on creating a more diverse workforce.

[Read More](#)

Law Students

Gain experience through Reinhart's Summer Associate Program and other opportunities.

<https://www.reinhartlaw.com/careers/law-students>

Professionals

Build and support Reinhart's success as a paralegal or support staff.

<https://www.reinhartlaw.com/careers/professionals>

A history of true partnerships

Why Reinhart

<https://www.reinhartlaw.com/about>